Ministry of
Skills Development
and Labour

2001/02
Annual Report
A New Era Update

**Ministry of
Skills Development
and Labour**

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Introductory Note — A Year of Transition

The Government of British Columbia and its ministries are committed to reporting on performance. The *Budget Transparency and Accountability Act* (BTAA), as amended in August 2001, provides the legislative framework for a regular cycle of planning, reporting and accountability. Under the BTAA, ministries are responsible for producing three-year service plans (previously called performance plans), which are updated yearly, and annual service plan reports (formerly called performance reports). The amended BTAA takes effect beginning with the 2002/03 fiscal year. The first three-year service plans, covering the period 2002/03 to 2004/05, were released with the provincial budget on February 19, 2002.

This annual report relates to the previous fiscal year, covering April 1, 2001, to March 31, 2002. This was a transition year, with a new government sworn into office on June 5, 2001. On that day, there was an extensive reorganization of ministries, which were given significant new policy direction and tasked with the responsibility for implementing the government's *New Era* commitments. Later in the year, ministries proceeded through the core services review, which refined the mandates of ministries and identified the strategic shifts required to move government toward its long-term objectives.

This report provides an update on all that activity and also provides a report on performance, approaching the model provided by the BTAA as closely as is possible in the circumstances. An annual report would normally relate back to a preceding plan and report on the results achieved compared with the intentions outlined in that plan. In this case, the preceding plan was produced before the adoption of the significant changes outlined above, and as noted, this ministry has been significantly reorganized, and policies and priorities have changed. This limits the extent to which performance information as described in the previous plan is useful.

Consequently, this report sets out the ministry's redefined role and the services it provides, and — within the context of its goals and objectives as they evolved through the year — describes the achievements of the ministry and the performance targets being used to measure success.

Accountability Statement

The 2001/02 Ministry of Skills Development and Labour Annual Report was prepared under my direction and I am accountable for the results the ministry achieved since June 5, 2001. This report describes progress made in this first year on the government's *New Era* commitments, which are to be addressed by May 17, 2005.

Graham Bruce
Minister of Skills Development and Labour

June 27, 2002

BRITISH COLUMBIA

Ministry of Skills Development and Labour

This annual report outlines the significant progress made by the Ministry of Skills Development and Labour during 2001/2002 in fulfilling the commitments outlined in the government's *New Era* document.

Our government came into office early in June 2001, and immediately set to work making changes to restore our province's economic health, as we had promised British Columbians. In the area of skills development and labour, these commitments were substantial, requiring the ministry to take on an ambitious agenda for change.

The focus of the ministry's work was on making balanced change to maintain protection for employees while positioning our province for economic growth and future prosperity. During the summer of 2001 alone, legislative amendments were made to restore education as an essential service, repeal sectoral bargaining and fixed wage legislation, return to open tendering and reinstate workers' rights to their pensions and to secret ballot voting on union certification.

In January 2002, we introduced labour legislation by restoring good management and the flexibility to organize health, education and social service delivery to put patients, students and children first.

During the year, the ministry also initiated reviews of the Workers' Compensation Board and released discussion papers on employment standards and the labour code. All of this was undertaken with a view to encouraging employees and employers to develop healthy workplace relationships that lead to good, sustainable jobs.

Government also approved new workplace smoking regulations, implemented a cooling-off period in labour disputes involving nurses and paramedical professionals, increased the minimum wage to $8.00 per hour and established a new 'first-job' wage of $6.00 per hour for the first 500 hours.

I am pleased with the progress the ministry made during 2001/2002. Our focus on positive change for the long-term benefit of British Columbians will be maintained in the future as we continue working to make our province the best place in Canada to live, work and invest.

Graham P. Bruce

Graham Bruce
Minister of Skills Development and Labour

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Year-at-a-Glance Highlights

Apr. 9 — Vince Ready appointed special mediator to help resolve the labour dispute that shut down public transit in Victoria.

Apr. 12 — Vince Ready appointed special mediator in contract talks between Coast Mountain Bus Co., *TransLink* and Vancouver locals of the Canadian Auto Workers and the Office and Professional Employees Union in the Lower Mainland.

Apr. 17 — Vince Ready appointed as an industrial inquiry commission in contract talks between the Nurses' Bargaining Association and the Health Employers Association.

June 19 — Legislation introduced allowing government to implement a cooling-off period in labour disputes involving nurses and paramedical professionals in B.C. (Bill 2).

Aug. 1 — Legislation introduced to bring an end to the Lower Mainland transit disputes involving the Canadian Auto Workers union, the Office and Professional Employees International Union, Coast Mountain Bus Company and *TransLink* (Bill 13).

Aug. 7 — Legislation introduced to settle the collective agreement disputes involving nurses and paramedicals to ensure patients continue to receive the care they need (Bill 15).

Aug. 14 — Legislation introduced to: restore education as an essential service; restore workers' rights to a secret ballot vote on certification; repeal sectoral bargaining; and restore access to pension benefits if a pensioner chooses to return to work in their previous field of employment (Bill 18).

Aug. 16 — Legislation introduced to eliminate fixed wages on public construction contracts (Bill 22).

Sept. 28 — Two reviews were commissioned to fix problems at the Workers' Compensation Board and make it more responsive to workers' and employers' needs. The Alan Winter review focused on WCB policy and legislation. The Allan Hunt report reviewed WCB service delivery. The final reports will be used in drafting new legislation on changes to WCB policy, governance and appeals.

Oct. 29 — Government confirms an increase to $8.00 per hour in B.C.'s minimum wage. A new measure — the 'first-job' wage rate of $6.00 per hour for the first 500 hours — was also introduced as an incentive for employers to hire employees without any experience who are wanting to enter the workforce. The 'first-job' wage rate became effective November 15, 2001.

Nov. 14 — Employment Standards review launched to invite public input in advance of new legislation. More than 265 responses were received.

Nov. 30 — Agreement reached leading to final settlement of the transit strike in Prince George.

Dec. 14 — Vancouver labour lawyer, Brent Mullin, appointed full-time chair of the B.C. Labour Relations Board.

Jan. 16, 2002 — New workplace smoking regulation approved, coming into effect May 1, gives hospitality workers the right to refuse to enter smoking rooms.

Jan. 25 — Legislation introduced to restore education services and to ensure proper management of health, education and community care dollars by increasing management flexibility and focusing resources on core services (Bills 27 — *Education Services Collective Agreement Act*, 28 — *Public Education Flexibility and Choice Act*, 29 — *Health and Social Services Delivery Improvement Act*).

Mar. 12 — Labour Code discussion paper released on suggested amendments to the *Labour Relations Code*.

Ministry Role and Services

Vision

A modern work environment for British Columbians that encourages innovation, rewards creative thinking and increases productivity. Workers and employers are treated fairly and equitably.

Mission

Our mission is to create an employment environment with dynamic workplaces that meet the needs of workers, employers and unions. Vulnerable workers will be protected. We will ensure that British Columbians have the tools they need to foster working relationships in safe and healthy workplaces. We will develop programs and legislation that contribute to provincial competitiveness and prosperity.

Values

The following values will be integral to achieving the goals of the Ministry of Skills Development and Labour:

- We seek fair and balanced workplaces in all sectors.
- We support a competitive business environment that attracts investment to British Columbia and retains our skilled employees.
- We will protect the most vulnerable workers in the province. We will encourage small businesses to prosper through simple and streamlined processes.
- We strive to be relevant and responsive to constantly changing workplaces.
- We adhere to sound fiscal responsibility and management.
- We value the hard work and expertise of all ministry employees.

Core Business Areas

Industrial Relations

The ministry's activities aim to provide fairly administered industrial relations models. The ministry oversees the Labour Relations Code (LRC), which establishes the Labour Relations Board (LRB), an independent tribunal that adjudicates disputes between employers, unions and employees and provides mediation services. The LRC sets the framework for collective bargaining between employers and unions in B.C. The ministry also monitors the industrial relations environment. While self-reliance in resolving disputes is encouraged, the ministry can play a direct role in assisting the parties to settle to maintain industrial relations stability, i.e. appointment of a mediator or a commission of inquiry, or direction to the LRB to designate essential services.

Employment Standards

Employment standards activities foster fair, productive and harmonious workplaces that promote prosperous businesses, quality working lives and a growing economy. The Employment Standards Branch (ESB) administers the Employment Standards Act (ESA), which sets minimum standards for such things as wage payments, overtime, vacation, statutory holidays, leaves and hours of work. The ESB responds to enquiries, receives and investigates complaints, mediates disputes and enforces the ESA. Appeals of Employment Standards Branch (ESB) determinations can be made to the Employment Standards Tribunal (EST) which operates as an independent tribunal within the ministry.

Workers' Compensation

The ministry oversees the Workers Compensation Act which sets out the compensation system for B.C., provides a framework to protect workers by ensuring safe and healthy workplaces and establishes the Workers' Compensation Board (WCB) as an independent Crown agency to administer the act.

The WCB's panel of administrators is responsible for the board's performance. The WCB provides compensation services and vocational rehabilitation to workers suffering injury or disease, and creates and enforces workplace health and safety regulations. It is wholly funded by employer payroll assessments from the accident fund. The ministry administers the Workers' Compensation Review Board, an independent body that hears appeals of WCB decisions, and administers the Workers' Advisors and Employers' Advisors offices, which provide advisory services to workers and employers.

Skills Development/Industry Adjustment

In June 2001, the Ministry was tasked with developing a provincial human resource strategy to address skill development and skill shortages as part of the province's economic development. In conjunction with the Ministry of Competition, Science and Enterprise, a human resource planning strategy will be developed during 2002-03. However, funding for new employment programs is not included in future budget plans.

The ministry was also responsible for administering the Industry Adjustment Services (IAS) program, which provides assistance to businesses and communities to address sectoral and workplace issues affecting human resources. This service was provided to changing and expanding sectors and workplaces experiencing large-scale layoffs. To meet the ministry's budget plan and maintain other core programs, this program will be phased out by the end of the 2002-03 fiscal year.

The ministry also had a lead role in addressing youth unemployment in B.C. A first-job wage rate was introduced in fall 2001 to encourage the employment of new entrants into the labour market. Government's overall plans to revitalize the provincial economy will also create employment opportunities for B.C.'s youth. Any future work in this area by the ministry will cease.

Consistency with Government Priorities

The objectives of the Ministry of Skills Development and Labour are consistent with the priorities of government. The labour environment in B.C. provides a backdrop for achieving some of the broad goals of government such as optimizing economic competitiveness and performance.

Employment standards are considered by businesses, including those in the hightech industry, when deciding where to locate. Flexible and appropriate employment standards will attract businesses to B.C. and contribute to the provincial economy. Workers' compensation rates and coverage also influence the attractiveness of B.C. as a place to do business. Attracting private sector businesses to the province will increase the number of high-paying job opportunities for British Columbians and contribute to economic prosperity.

The ministry's efforts to optimize efficiency through streamlining of services, such as the workers' compensation appeal system and the LRB, are consistent with the government's priority of responsible and accountable management of B.C.'s public resources and tax dollars.

Update on *New Era* Commitments

The Ministry has already achieved the following *New Era* commitments:

Achievement	When it was done
Restored education as an essential service under the Labour Code	Completed by legislative amendment, summer 2001.
Restored all workers' right to negotiate contracts by outlawing sectoral bargaining.	Completed by legislative amendment, summer 2001.
Repealed fixed wage legislation.	Completed by legislative amendment, summer 2001.
Restored workers' right to their pensions by repealing the law that allows some pension plans to suspend pension benefits for early retirees who choose to continue working in their previous field of employment.	Completed by legislative amendment, summer 2001.
Restored workers' democratic right to a secret ballot vote on certification under the Labour Code and ensure the same rules apply for certification as decertification.	Completed by legislative amendment, summer 2001.
Restored open tendering on government contracts to allow fair competition for businesses and provide better value for taxpayers.	Completed by legislative amendment, summer 2001.
Make Workers' Compensation Board more responsive to workers' and employers' needs.	Review work done in 2001/02. Legislative changes planned for 2002/03.
Give workers and employers greater flexibility in employment standards to negotiate mutually beneficial relationships that help them compete and prosper.	Review work done in 2001/02. Legislative changes planned for 2002/03.
Focus on reducing B.C.'s youth unemployment.	Ongoing. Ministry of Skills Development and Labour working with Ministry of Competition, Science and Enterprise to develop appropriate strategies.
With advanced education ministry, work with employers, post-secondary institutes and ITAC to increase training and apprenticeships in trades and technical services.	Ongoing. The Ministry of Advanced Education has assumed the operational lead.
Cut "red tape" and regulatory burden by one third over three years.	Work has been done to reduce the regulatory burden in the areas of workers' compensation and employment standards in 2001/02. Legislative changes to begin to implement this are planned for 2002/03.

Performance Reporting

WORKERS' COMPENSATION

The Workers' Compensation Board (WCB) is an independent agency responsible for administering the Workers Compensation Act (WCA), including developing and enforcing occupational health and safety regulations. While major objectives such as reducing the rate of workplace injury and days lost due to workplace accidents are more appropriately identified and measured by the board, there are some areas where the ministry can contribute to the overall goal of healthy, safe and productive workplaces. The ministry is able to contribute to this goal in meaningful ways through advisory services for workers and employers, as well as by developing legislation as required.

A review of WCB policies and operations took place in fall 2001, with a report and recommendations made to the minister in February 2002. Legislative amendments are planned for 2002 and regulatory change will follow.

The legislative changes made to the WCA will ensure that the act is appropriate for today's work environment. Core reviews and overarching strategies aimed at deregulation and "red tape" elimination will increase the responsiveness of the WCB for workers and employers. As well, the workers' compensation appeal system will be streamlined.

Goal: Safe and healthy workplaces and a workers' compensation system that is responsive to the needs of workers and employers alike.

Objective: Fewer workplace injuries, illnesses and deaths.

Strategies:

- Support employers in managing the risks and consequences of workplace illnesses and injuries; encourage workplaces to improve their safety practices.
- Provide information, education and training programs.
- Target employers and industries with poor safety records.

A reduction in the Workers' Compensation Board (WCB) all-industry injury and illness rate

Indicator	2000	2001	2002	2003 (target)
*WCB all-industry injury and illness rate	4.0	3.7	3.6	3.5

Notes

1 The WCB reports on a calendar year basis.

2 The "all-industry injury and illness rate" measures the number of time loss illnesses and injuries first paid in the year of injury per 100 person years of employment.

3 The Worker's Compensation Board (WCB) is an independent agency under the auspices of the Ministry of Skills Development and Labour. This WCB indicator is provided as an easy reference to advise of progress toward a shared ministry goal. The WCB publishes an annual report, which explores B.C. occupational health and safety indicators in greater detail.

Objective: Better compliance with WCA and Occupational Health and Safety (OHS) regulations.

Strategies:

- Support employers in managing the risks and consequences of workplace illnesses and injuries; encourage workplaces to improve their safety practices.
- Ensure workers' compensation system is responsive and meets the needs of employers and employees.
- Ensure WCA and OHS regulations are suited to today's workplaces.

Advisory services provided to employers by the Employers' Advisers Office

Indicator	1999/00	2000/01	2001/02
Office Inquiries	95,984	145,578**	138,724
Submissions/ Hearings assisted with*	526	692	1,007
File Preparation	8,433	10,393	13,610

* Includes submissions and hearings related to WCB claims, appeals to the WCRB, appeals to the Appeal Divisions, appeals to the Medical Review Panel, and Sanction Penalties

** Beginning in 2000/01, this figure also includes web site inquiries

Access to educational seminars for employers conducted by the Employers' Advisers Office

Indicator	1999/00	2000/01	2001/02 (est.)
Educational seminars conducted	358	209	260

Advisory services provided to workers by the Workers' Advisers Office

Indicator	1999/00	200/01	2001/02
Number of inquiries to which the Workers Advisers' Office provided mandated services	98,689	123,606*	123,881
Number of submissions to WCB to secure early resolution of problems	612	498	481
Written and hearing submissions to all appeal bodies in cases with merit	915	820	1,010

* Beginning in 2000/01 this figure also includes web site inquiries

Educational modules for workers, their representatives, and other organizations to prevent unnecessary appeals and develop informed representatives

Indicator	1999/00	2000/01	2001/02
Educational presentations provided to injured worker groups, unions, professional associations, constituency assistants, ministerial assistants and other public groups	34	33	24

Objective: Decrease number of appeals filed.

Strategies:

- Facilitate employers' and employees' understanding of the workers' compensation system, including appeal processes.
- Streamline appeal system.

Indicator	2000	2001
Appeals filed	14,400	15,725

Note: WCB appeals legislation will be reviewed and updated in the 2002/03 fiscal year.

EMPLOYMENT STANDARDS

The ministry is responsible for the Employment Standards Act (ESA), which sets minimum standards of compensation and working conditions for most employees in B.C. The ministry's Employment Standards Branch (ESB) administers this act.

Through this legislation, as well as through targeted employment standards initiatives, the ministry works to promote an environment where employers and employees can work together harmoniously; where workers rights are protected; and where businesses are able to grow and create jobs.

Legislative, regulatory and operational amendments are planned for 2002. A review of employment standards legislation, regulations and operations will result in changes to address government's vision of fair and effective standards.

These changes will allow a shift from blanket coverage, prescribed practices and government enforcement to a system of focused coverage and enforcement; greater flexibility to promote practices that work for employers and employees; and employer associations that encourage good practices and exert pressure on noncompliant members. This focused approach to employment standards will reduce workload at the ESB and successfully meet the deregulation aims of government.

Goal: Fair and balanced employment standards that allow mutually beneficial relationships between workers and employers.

Objective: Facilitate increased compliance with ESA.

Strategies:

- Increase employers' and employees' knowledge and understanding of ESA.
- Ensure contraventions of ESA are identified and corrected.

Employers and employees have access to timely services regarding employment standards complaints

Indicator	2000/01	2001/02
Employment Standards Branch (ESB) complaints backlog	512 as of Feb. 28/01	244 as of Mar. 31/02
Files are assigned to an ESB officer within 14 days of being filed (for offices with no backlog)	82%	100% (No queue in offices with no backlog)
Files are concluded by ESB and go to determination within 120 days of being assigned to an officer	5,924	6,632

Objective: Create a fairer and more balanced employment standards system that benefits employers and employees.

Strategies:

- Ensure ESA is suited to today's workplaces and meets the needs of employers and employees.
- Increase employers' and employees' awareness of the employment standards system, including where they can go for assistance.

Objective: Resolve employment standards disputes prior to formal complaint being filed with ESB.

Strategies:

- Provide advice and support services for employers and employees.
- Support early intervention and alternative dispute resolution in employment standards disputes.

Number of claims settled voluntarily and by determination

(The indicators below show a "funnel" of how employment standards complaints are resolved, beginning with the most timely and least costly resolution (voluntary settlement), and working down to more complicated and time-consuming cases.)

Indicator	2000/01	2001/02 (est.)
Number of complaints received by the Employment Standards Branch (ESB)		
Received	11,526	14,682
Assigned*	14,244	13,953
Closed*	13,316	12,962
*Assigned/Closed could also include those from previous fiscal year		
Number of ESB complaints settled voluntarily	4,903	4,979
Number of ESB determinations written		
Wage determinations	2,129	2,500
Penalty determinations	951	975

Objective: Decrease number of Employment Standards Tribunal (EST) appeals.

Strategies:

- Support early intervention in employment standards disputes.
- Improve quality of ESB decision-making.
- Streamline appeal system.

Timely appeal decisions which are final and binding

Indicator	2000/01	2001/02
Appeals and reconsideration requests received by the Employment Standards Tribunal (EST)*	855	798
Appeals and reconsideration requests closed	837	869

* The Employment Standards Tribunal is an independent tribunal at arm's length from the ministry, providing dispute resolution regarding the application and interpretation of the Employment Standards Act and the Skills Development and Fair Wage Act

INDUSTRIAL RELATIONS

The ministry's industrial relations activities aim to provide fairly administered industrial relations models. The ministry oversees the Labour Relations Code (LRC), which sets a framework for: the rights of employees to choose trade union representation; collective bargaining between employers and trade unions in unionized workplaces; mechanisms to address changes in the employment structure of the workplace; and provides mediation services. The LRC also establishes the Labour Relations Board (LRB), which hears and determines applications and complaints under the LRC, makes orders that it deems appropriate, and provides mediation services to assist in the resolution of collective bargaining disputes.

In the industrial relations area, the ministry will move from a system that provides broad-based, all-inclusive industrial relations services to one that delivers streamlined, focused activities in a more efficient manner. It will ensure that the LRC will be reviewed to ensure that it is appropriate for today's workplaces.

Goal: Promote productive and competitive workplaces from which good relationships in the labour relations community can be developed.

Objective: Encourage mutual confidence between unions and employers.

Strategies:

- Provide information to LRB clients about LRC and industrial relations practices.
- Create an industrial relations environment that is responsive to the needs of workers, unions and employers.

Objective: Decrease lost workdays due to labour disputes.

Strategies:

- Encourage alternative dispute resolution processes.
- Encourage the use of resources in the community to develop quick resolution of disputes.
- Provide mediation services.

Objective: Decrease number of LRC contraventions.

Strategies:

- Provide information to LRB clients about LRC and industrial relations practices.
- Ensure LRB operations are suited to today's work environment.
- Create industrial relations environment that is responsive to needs of workers, unions and employers.

PENSION STANDARDS

The ministry's Pension Standards Branch administers the Pension Benefits Standards Act in the interests of B.C. pension plan members. The branch ensures that all B.C. pension plans meet the minimum standards set out in the act, and provides advice and information to pension plan members and plan administrators.

Goal: Retirement income security for British Columbians.

Objective: Well managed, secure pension plans; compliance of B.C. pension plans with the Pension Benefits Standards Act (PBSA); and, pension plan members and administrators receiving expert advice in an efficient and effective manner.

Strategies:

- Review plans registered by the superintendent thoroughly to ensure plans comply with the PBSA, which sets minimum standards for B.C. pension plans.
- Continue to make efficient, effective service a priority.
- Provide expert advice and information to pension plan members and plan administrators.
- Regular consultation with the pensions advisory council, made up of pension experts, for advice and expertise on pension policy issues.

Retirement income security

Indicator	1999/00	2000/01	2001/02	2002/03 (target)
Average funded ratio of multi employer defined benefit pension plans *(assets divided by liabilities)*	.947	.980	.992	.970
Average funded ratio of single employer defined benefit pension plans *(assets divided by liabilities)*	1.145	1.293	1.161	1.15

- The average funded ratio is an indicator of the aggregate financial health of B.C. pension plans. The funded ratio of pension plans is affected by many factors, including interest rates, investment markets, employment, and the decisions of pension plan administrators.
- The funded ratio is beyond the direct control of the Pension Standards Branch. However, if the average funded ratio declines, it is a signal to the Pension Standards Branch to increase monitoring efforts, and intervene where there might be pension plans that are not complying with the funding rules in the legislation.
- The targets are based on the economic and other assumptions commonly used in the actuarial valuation reports of these plans.

2001/02 Resource Summary

	Estimated	Other Authorizations	Total	Actual	Variance
Operating Expenses ($000)					
Minister's Office	417		417	382	35
Labour Relations and Labour Programs	18.106		18.106	17.975	131
Skills Development Programs	3.990		3.990	3.924	66
Labour Relations Board	7.728		7.728	7.666	62
Workers' Compensation Review Board and Compensation Advisory Services[1]	1		1	—	1
Total	30.242	0	30.242	29.947	295
Full-time Equivalents (FTEs)					
Total [2]	541		541	465	76
Ministry Capital (Expenditures) ($000)					
Information Systems [3]	3.991		3.991	962	3.029
Other	2.040		2.040	2.089	(49)
Total	6.031	—	6.031	3.051	2.980
Consolidated Capital Plan Expenditures ($000)					
N/a			0		0
Other Financing Transactions (Net Disbursements) ($000)					
N/a			0		0

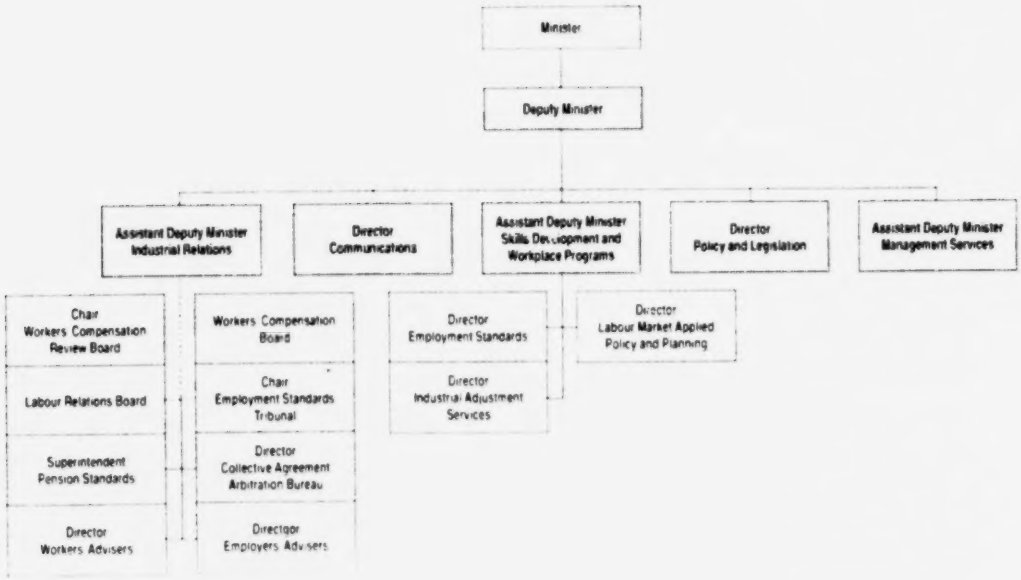
[1] Gross expenditures of 17.9M were fully recovered from the Workers' Compensation Board's Accident Fund

[2] Vacant positions have not been filled pending the outcome of various Core Reviews of Ministry programs

[3] Systems redevelopment projects were put on hold or cancelled pending the outcome of various Core Reviews

Corporate Profile

Ministry of Skills Development and Labour (March 2002)



Appendix 1: List of Crowns, Agencies and Boards

Workers' Compensation Board

The Workers' Compensation Board (WCB) is an independent administrative agency that operates under the authority of the Workers Compensation Act and administers the act for the Ministry of Skills Development and Labour. The WCB is dedicated to the safety, protection and good health of workers in British Columbia and is funded by employers in industries covered by the Act. The WCB produces its own annual report, which details its activities.

Workers' Compensation Review Board

The Workers' Compensation Review Board (WCRB) is an independent tribunal set up under Sections 89, 90 and 93 of the Workers Compensation Act to hear appeals regarding decisions made by the Workers' Compensation Board (WCB).

The WCRB produces its own annual report, which details its activities.

Labour Relations Board

The Labour Relations Board's mandate is to regulate the acquisition of collective bargaining rights, to resolve complaints brought before it under the Labour Relations Code, and to assist employers and employees in reaching collective agreements.

The Labour Relations Board (LRB) also produces its own annual report, which provides a comprehensive account of its activities.

Employment Standards Tribunal

The Employment Standards Tribunal is an independent agency established to hear and decide appeals of determinations made by the director of employment standards. Although the tribunal is located in Vancouver, the chair appoints adjudicators across the province to hear appeals and render decisions.

The tribunal issues approximately 900 decisions annually. The tribunal's service plan, detailed statistics, appeal forms and full text decisions can be found at the tribunal's Web site: www.bcest.bc.ca.

Industry Training and Apprenticeship Commission

The Industry Training and Apprenticeship Commission (ITAC) was created in November 1997 as a provincial government-sponsored, industry-driven, arms length strategic policy board.

ITAC's mandate is to revitalize industry training and apprenticeship in British Columbia, to increase existing apprenticeships and to expand into new occupations. Operations and planning are carried out by the Ministry of Advanced Education.

ITAC produces its own annual report, which details its operations.

Gaming

Gaming Policy Secretariat, British Columbia Lottery Corporation (BCLC), British Columbia Gaming Commission, and the British Columbia Racing Commission, along with the Lottery Act and Lottery Corporation Act, were transferred to the Minister of Public Safety and Solicitor General (June 5, 2001).

Appendix 2: Legislation

April 1, 2001 – March 31, 2002

Barbers Act

Cosmetologists Act

Education Services Collective Agreement Act

Employment Standards Act

Fire and Police Services Collective Bargaining Act

Fire Department Act

Fishing Collective Bargaining Act

Greater Vancouver Transit Services Settlement Act

Health Care Services Collective Agreements Act[1]

Industry Training and Apprenticeship Act

Labour Relations Code

Ministry of Labour Act (except provisions re gas safety, electrical safety, elevating devices, boiler & pressure vessels)

Pension Benefits Standards Act

Skills Development and Fair Wage Act (Repealed effective September 26, 2001)

Workers Compensation Act (except s. 3 (6))

[1] The *Health Care Services Continuation Act* was repealed by *Health Care Services Collective Agreements Act*

Appendix 3: Regional Offices

Employment Standards Branch Offices

Abbotsford
Burnaby
Courtenay
Cranbrook
Dawson Creek
Duncan
Kamloops
Kelowna
Nanaimo
Nelson
Penticton
Port Coquitlam
Prince George
Surrey
Terrace
Vancouver
Victoria

Employers' Advisers

Abbotsford
Cranbrook
Kamloops
Kelowna
Nanaimo
Prince George
Richmond
Victoria

Workers' Advisers

Abbotsford
Campbell River
Kamloops
Kelowna
Nanaimo
Nelson
Prince George
Richmond
Victoria

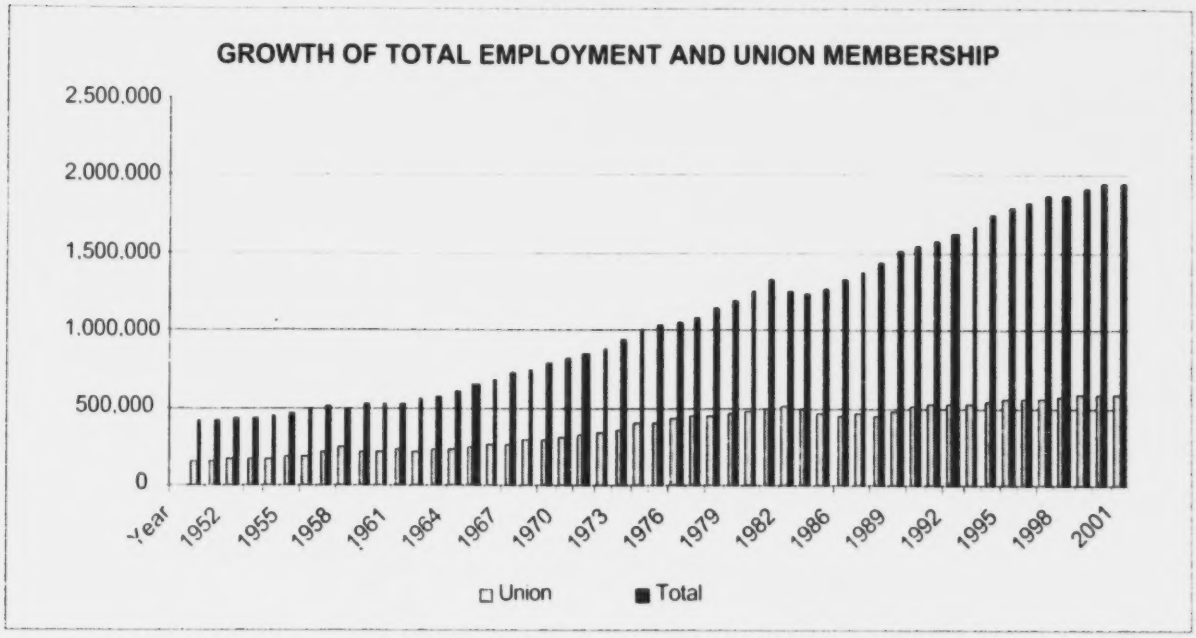
Industrial Adjustment Services Branch

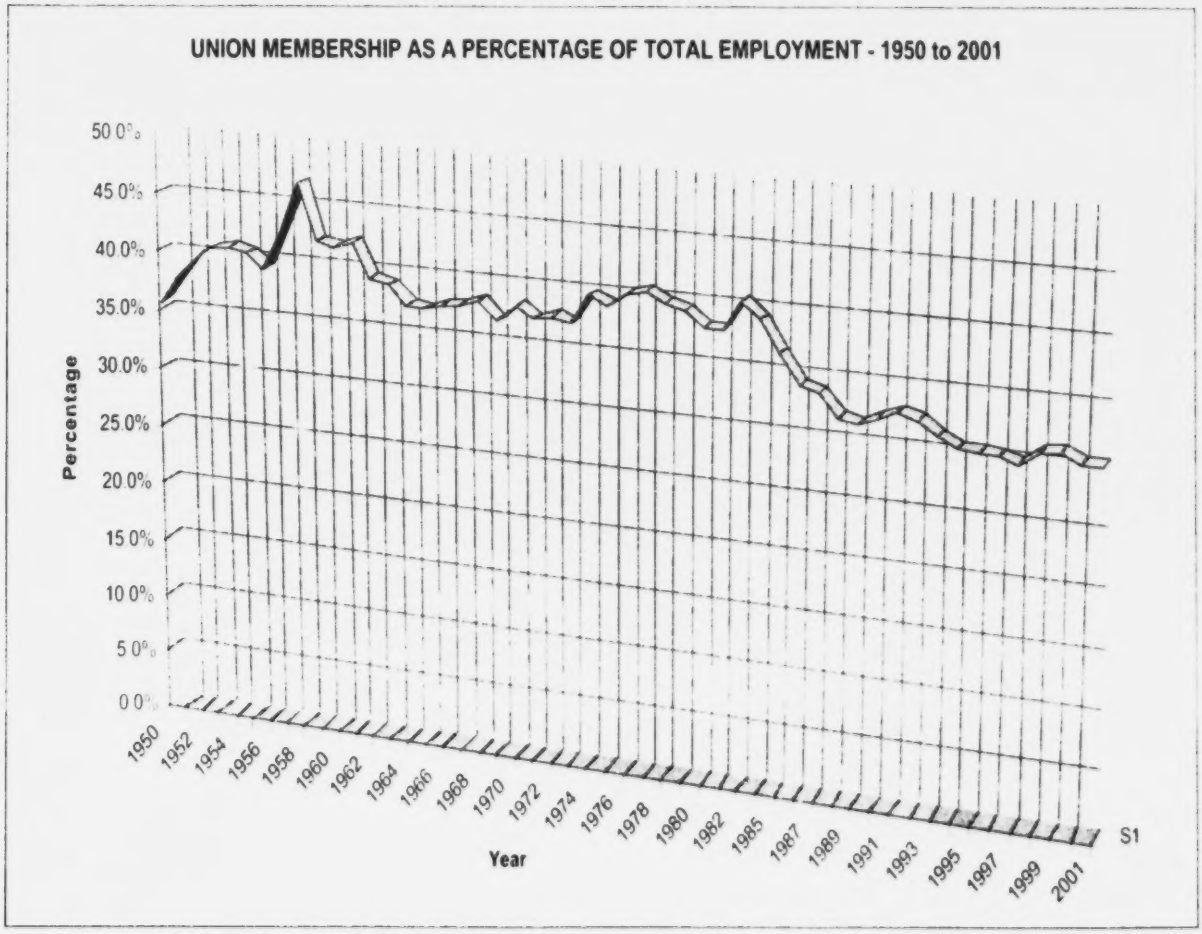
Burnaby
Coquitlam
Cranbrook
Kelowna
Nanaimo
Prince George
Surrey
Terrace
Vancouver
Victoria

Appendix 4: Other Program Statistics

UNIONS WITH A MEMBERSHIP IN BRITISH COLUMBIA GREATER THAN 5,000

Relative Position 2001	Union	Membership 2001	Relative Position 2000
1	Canadian Union of Public Employees & Affiliates	112,370	1
2	BC Government and Service Employees' Union & Affiliates	72,115	2
3	BC Teachers' Federation	45,810	3
4	United Food & Commercial Workers' International Union	32,493	5
5	Industrial, Wood and Allied Workers of Canada & Affiliates	29,909	4
6	BC Nurses' Union	26,000	6
7	National Automobile, Aerospace . . . Workers (CAW) & Affiliates	24,322	7
8	International Brotherhood of Teamsters	19,522	8
9	Communications, Energy and Paperworkers Union of Canada	14,000	9
10	Public Service Alliance of Canada	14,000	10
11	Office & Professional Employees' International Union	12,935	11
12	Health Sciences Association of BC	12,796	14
13	International Union of Operating Engineers	12,538	12
14	Hotel, Restaurant & Culinary Employees' & Bartenders' Union	10,500	15
15	Telecommunications Workers' Union	10,405	16
16	United Brotherhood of Carpenters & Joiners of America & Affiliates	9,353	18
17	International Brotherhood of Electrical Workers	9,324	17
18	International Association of Machinists & Aerospace Workers	8,882	13
19	United Steelworkers of America	8,094	19
20	Christian Labour Association of Canada	7,664	22
21	Canadian Union of Postal Workers	6,641	20
22	College Institute Educators' Association	6,460	21
23	Pulp, Paper & Woodworkers of Canada	6,281	23
24	Laborers' International Union of North America	6,106	24


GROWTH OF TOTAL EMPLOYMENT AND UNION MEMBERSHIP
2,500,000
2,000,000
1,500,000
1,000,000
500,000
0
Year
1952
1955
1958
1961
1964
1967
1970
1973
1976
1979
1982
1986
1989
1992
1995
1998
2001
Union
Total


UNION MEMBERSHIP AS A PERCENTAGE OF TOTAL EMPLOYMENT - 1950 to 2001
50.0%
45.0%
40.0%
35.0%
30.0%
25.0%
20.0%
15.0%
10.0%
5.0%
0.0%
Percentage
1950
1952
1954
1956
1958
1960
1962
1964
1966
1968
1970
1972
1974
1976
1978
1980
1982
1985
1987
1989
1991
1993
1995
1997
1999
2001
Year
S1

UNION MEMBERSHIP IN BRITISH COLUMBIA, 1950-2001[1]

Year	BC Union Membership	Percentage Change From Previous Year	Total Employment	Estimate of Union Membership as a Percentage of Total Employment
1950	146,259	2.3	411,000	35.6
1951	157,287	7.5	416,000	37.8
1952	170,036	8.1	429,000	39.6
1953	174,894	2.9	432,000	40.5
1954	178,533	2.1	437,000	40.9
1955	186,951	4.7	462,000	40.5
1956	191,952	2.7	489,000	39.3
1957	216,070	12.6	509,000	42.4
1958	233,972	8.3	501,000	46.7
1959	219,279	6.3	521,000	42.1
1960	215,437	1.8	516,000	41.8
1961	221,946	3.0	527,000	42.1
1962	216,685	2.4	551,000	39.3
1963	222,138	2.5	571,000	38.9
1964	226,690	2.1	605,000	37.5
1965	237,864	4.9	639,000	37.2
1966	256,241	7.7	678,000	37.8
1967	273,946	6.9	723,000	37.9
1968	287,502	5.0	750,000	38.3
1969	292,842	1.9	795,000	36.8
1970	310,222	5.9	810,000	38.3
1971	316,587	2.1	847,000	37.4
1972	332,091	4.9	879,000	37.8
1973	350,175	5.5	937,000	37.4
1974	395,846	13.0	996,000	39.7
1975	401,008	1.3	1,027,000	39.1
1976	426,723	6.3	1,062,000	40.2
1977	439,730	3.0	1,085,000	40.5
1978	450,802	2.5	1,134,000	39.8
1979	465,980	3.4	1,185,000	39.3
1980	480,680	3.2	1,263,000	38.1
1981	501,001	4.2	1,317,000	38.0
1982	507,965	1.4	1,252,000	40.6
1983	488,239	-3.9	1,246,000	39.2
1985	466,864	4.4	1,274,000	36.6
1986	454,410	2.7	1,328,000	34.2
1987	464,279	2.2	1,375,000	33.8
1988	457,285	1.5	1,435,000	31.9
1989	477,633	4.4	1,509,000	31.7
1990	502,036	5.1	1,555,000	32.3
1991	516,975	3.0	1,573,000	32.9
1992	524,158	1.4	1,620,000	32.4
1993	525,948	0.3	1,676,000	31.4
1994	536,653	2.0	1,754,000	30.6
1995	545,219	1.6	1,792,000	30.4
1996	551,920	1.2	1,821,000	30.3
1997	558,191	1.1	1,869,000	29.9
1998	578,343	3.6	1,870,000	30.9
1999	592,413	2.4	1,906,000	31.1
2000	590,380	-0.3	1,949,000	30.3
2001	594,070	0.6	1,952,000	30.4

[1] Source: Statistics Canada Labour Force Survey
Data for 1984 not available
Estimated

Important Note to Table on Previous Page

Beginning with the 2000 *BC Labour Directory*, this ministry changed certain statistics used to create this table due to two changes in the statistics published by Statistics Canada. These statistical changes have the effect of revising downward the estimated percentage of the workforce that is unionized. For example, under the new approach, the 1999 estimate is revised to 31.1% compared to the 36.2% figure published in the 1999 *BC Labour Directory*. Because of this impact on the estimated percentage of unionized workers, the ministry wants to ensure that our readers fully understand the following two changes made by Statistics Canada and their impact on this table.

1. "Paid Workers" Replaced by "Total Employment":

Statistics Canada eliminated its figures on "paid workers" in the province and replaced these with figures on the "total employment" in the province. The old "paid workers" figures included anyone who was an employee as well as self-employed individuals who did not employ any employees. The new "total employment" figures include separate figures on the number of employees and the number of self-employed individuals. However, they do not distinguish between self-employed individuals who do and do not employ other employees.

The ministry feels that of the two alternatives now available, it is more appropriate to use the "total employment" figure that includes all self-employed individuals because this is more consistent with the union membership data collected by the ministry. Many B.C. workers in the forest, film, construction and other sectors are union members even though their labour market status according to Statistics Canada methodology is self-employed.

2. Revised Population Figures:

Statistics Canada also revised upwards all of its historical data series based on updated population figures from the latest Census of Canada. This resulted in changes in the previously published official estimates of "paid workers" and "total employment" and required the ministry to revise the historical series published in this table before 2000, rather than simply changing approaches from 2000 forward.

These two changes together have the effect of increasing the estimated size of the B.C. workforce. When the higher estimated workforce is compared to the number of union members, it has the result of reducing the estimated portion of the workforce that is unionized. The following table summarizes the impact of these statistical changes.

Summary Table: Percent of Workforce Unionized

	Revised "Total Employment" Series (new approach)	Previously Published "Paid-Workers" Series (old approach)
1991	32.9%	36.4%
1992	32.4%	36.3%
1993	31.4%	35.7%
1994	30.6%	34.9%
1995	30.4%	34.8%
1996	30.3%	34.8%
1997	29.9%	34.9%
1998	30.9%	36.2%
1999	31.1%	36.2%
2000	30.3%	Not available

WORK STOPPAGES IN BRITISH COLUMBIA

Three year comparison by industry 1999 to 2001[a]

	Stoppages			BC Workers Directly Involved			Duration in Worker Days		
	1999	2000	2001	1999	2000	2001	1999	2000	2001
ALL INDUSTRIES	56	81	**44**	28,324	42,514	**25,754**	227,462	403,446	**456,528**
PROVINCIAL	51	80	**41**	22,917	41,114	**21,518**	194,065	400,796	**448,909**
FEDERAL	5	1	**3**	5,407	1,400	**4,236**	33,397	2,650	**7,619**
GOODS PRODUCING	11	14	**12**	2,093	15,605	**2,028**	29,686	168,420	**90,851**
Agriculture									
Forestry		1	1		400	350		400	700
Fishing, Hunting									
Mining & Oil & Gas Extraction		1	1		350	74		720	1,470
Utilities			2			520			13,256
Construction									
Manufacturing	11	12	8	2,093	12,855	1,084	29,686	167,300	75,425
SERVICE PRODUCING	45	67	**32**	26,231	28,909	**23,726**	197,776	235,026	**365,677**
Trade	3	7	5	48	204	148	1,759	4,214	4,570
Transportation, Warehousing[c]	8	6	6	6,011	2,163	4,032	32,465	14,206	242,377
Information/Cultural Industries	5	5	2	1,281	1,988	228	17,895	8,951	5,622
Finance[b]	2	1	2	106	82	52	1,665	978	744
Professional/Scientific									
Management[d]									
Administrative Support[e]									
Educational Services	6	40	2	4,523	19,410	463	18,396	75,840	675
Health Care/Social Assistance	3		7	10,728		14,150	58,529		60,718
Arts, Entertainment & Recreation			4			508			22,624
Accommodation, Food Services	7	5	3	913	2,407	151	9,976	45,961	10,193
Other Services	5	2		407	155		29,341	2,222	
Public Administration	6	1	1	2,154	2,500	3,994	27,750	82,654	18,154

[a] Preliminary

[b] Finance, Insurance, Real Estate & Rental and Leasing

[c] Professional, Scientific and Technical Services

[d] Management of Companies and Enterprises

[e] Administrative Support, Waste Management & Remediation Services

The teachers, nurses and health care facilities strikes were counted in the number of stoppages but no figures were available for numbers of workers or days lost.

Source: Policy and Legislation Branch, Ministry of Skills Development & Labour

Industrial Adjustment Services Summary 2001 - 2002

The Industrial Adjustment Services (IAS) is a joint provincial/federal program that acts as a catalyst to bring employer and employee representatives together in a joint committee structure. The mission of the IAS Program is to promote and facilitate effective labour market adjustment in order to contribute to economic stability in British Columbia.

Active contracts in 2001/02 fiscal year: 237 firm specific
20 sectoral

The 20 sectoral IAS agreements include the following industry sectors:

Fish harvesting and seafood sectors	Aerospace
Film and animation	Horticulture
Health	Education
Logging & wood industry	Arts and culture
Business service sector	Tourism

The primary focus of the sectoral IAS agreements is:

- developing industry standards
- identifying skill requirements and gaps
- developing certification programs
- succession planning

The 237 firm specific agreements are regionally based and impact close to 18,500 workers throughout the province. The majority of the firm specific agreements focus primarily on:

- human resource planning
- organizational development
- expansion planning
- technological changes within the company

There are 42 agreements dealing with closures and threat of layoff situations impacting approximately 7,275 workers.

The industry related areas for regional contracts are quite diverse. The major industry areas represented by IAS agreements in 2001/02 are:

- Manufacturing
- Tourism
- Technological communication
- Resource industries (mining, forestry, fishing)
- Construction trades